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01 April 2015

Dear [REDACTED]

Freedom of Information Act 2000 – Information request (ref: FOI_15-062)

We have now considered your request of 23 March 2015 for information relating to University staff. Our response is on page 3 of this letter, together with a copy of your request, and in the accompanying PDF 'FOI_15-062 Appendix A'. We hope this information will meet your requirements.

However, with regard to the accompanying PDF file, it is not possible to provide all information contained within the document. The Act contains a number of exemptions that allow public authorities to withhold certain information from release. We have applied the following exemption.

Exemption	Reason
s.40(2), Personal information	Disclosure of information would contravene one of the data protection principles

Certain personal information (the name and job title of author) has been removed from the accompanying document. We believe that information identifying this individual constitutes personal data, as defined by section 1(1) of the Data Protection Act 1998 (DPA).

Disclosure of this information would be against the first data protection principle under the DPA; namely that information must be fairly and lawfully processed, and that the processing also meets one of the conditions set out in Schedule 2 of that Act. We do not have consent for the release of this information, and in this case we do not consider disclosure of the data to be necessary under any of the other conditions of Schedule 2.

Please note that any material over which UEA has copyright is released on the understanding that you will comply with all relevant copyright rules regarding reproduction and/or transmission of the information provided.

You have the right of appeal against this response. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address. You must appeal within 60 calendar days of the date of this letter. Any appeal received after that date will not be considered nor acknowledged. This policy has been reviewed and approved by the Information Commissioner's Office.

You also have a subsequent right of appeal to the Information Commissioner's Office. Further information is available on their website:

https://ico.org.uk/Global/contact_us, or by telephone on 0303 123 1113.

Please quote our reference given at the head of this letter in all correspondence.

Yours sincerely

Ellen Paterson
Information Policy and Compliance Manager
University of East Anglia

Response to Freedom of Information Act 2000 request (FOI_15-062)

I am writing to request the following information under the Freedom of Information (FOI) act.

1) The gender pay gap for your organisation broken down by:

- Overall organisational gender pay gap

	Basic Salary Only	Basic Salary + additional payments
Female/Male Pay Gap	22.59%	24.17%

- Overall organisational gender pay gap specifically for Male FT vs Female FT and male FT vs Female PT.

	Basic Salary Only	Basic Salary + additional payments
Female FT/Male FT Pay Gap	15.09%	16.97%
Female PT/Male FT Pay Gap	36.49%	38.36%

- Overall organisational gender pay gap broken down by grade.

	Basic Salary Only - Female/Male Pay Gap	Basic Salary + additional payments - Female/Male Pay Gap
Clinical Senior Lecturer	21.61%	30.96%
Clinical Lecturer	4.69%	18.45%
Administrative (Individual)	1.59%	4.50%
Grade 10	-4.24%	-4.24%
Grade 9	0.21%	0.21%
Grade 8	-0.35%	-0.07%
Grade 7	-0.44%	-0.40%
Grade 6	0.32%	1.03%
Grade 5	1.07%	2.28%
Grade 4	-0.98%	5.89%
Grade 3	-0.69%	0.13%
Grade 2	-3.02%	-2.64%
Grade 1	-0.24%	-0.24%
Local Grade	-1.09%	-1.09%

- Gender pay gap for your professorial (or equivalent level of academic staff).

	Basic Salary Only - Female/Male Pay Gap	Basic Salary + additional payments - Female/Male Pay Gap
Professor (Clinical)	-3.46%	11.88%
Professor	4.72%	4.00%

[Question 1 only] For each please list the % gap between male and female salaries (I do not require to actual salary) based on:

- basic salary only
- Base salary + all additional payments made over the year.

2) The number of staff who have in the past calendar year:

- Applied for promotion to the level of professor (or the equivalent academic level in your institution).

	Successful	Unsuccessful	Total
Female Total	5	4	9
FT	5	4	9
PT	0	0	0
Male Total	11	2	13
FT	11	2	13
PT	0	0	0

- Applied for progression either within, or to a higher band within the professorial range (where appropriate).

	Successful	Unsuccessful	Total
Female Total	18	14	32
FT	18	11	29
PT	0	3	3
Male Total	48	35	83
FT	46	33	79
PT	2	2	4

[Question 2 only] Please break this down by:

- Gender
- Ft and PT working hours
- Numbers of each gender and working pattern who were successful and unsuccessful

3) Please supply copies of any process, policy or criteria that are used to determine promotion to, or progression within the professorial salary range.

See:

<https://www.uea.ac.uk/documents/2506781/2685870/Rules+and+procedures+relating+to+the+terms+and+confirmation+of+appointment%2C%20determination+of+salary%2C%20advancement+and+promotion+of+members+of+academic+staff+%28Green+Book%29/c782457d-02e4-4f35-8385-cbdf2853701a>

And the accompanying PDF 'FOI_15-062 Appendix A'.

[Some information exempted pursuant to s.40(2), Freedom of Information Act]

4) Please supply a copy of your salary structure showing the relevant grades and bands for professors.

Professorial staff start on the 'Prof Incremental' scale - available at bottom of the following webpage:

<https://www.uea.ac.uk/documents/2506781/2665515/Academic+Teaching+and+Research+%28ATR%29%20-+August+2012+Pay+Award.pdf/6e0315a2-aa6e-4ef4-adf2-6506a49744cb>

They then move on to an individually determined salary. There is no salary scale for the individually determined salaries.

5) Do you use a job evaluation scheme to determine the grade of staff in your most senior non-academic grades.

Yes. The University uses the HERA job evaluation scheme.